

Code of Conduct

Norwegian Mooring



NORWEGIANMOORING

Norwegian Mooring – org.nr 923 559 159

Visitor adress:

Ringvegen 44
5412 Stord

Postadress:

Navrastikkmyro 12
5412 Stord

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1. Understanding the Code

This code of Conduct describes Norwegian Mooring AS ethical standpoint. Norwegian Mooring AS shall comply with all applicable laws and regulations and we shall conduct our business with integrity, respect, and dignity.

2. Scope

This Code of Conduct applies to all employees, including in-hired personnel, and to all entities where Norwegian Mooring AS, directly or indirectly, controls 50% or more of the shares and votes in the entity. Intermediates or others who act on behalf of Norwegian Mooring AS are expected to adhere to the standards set forth by Norwegian Mooring AS. Suppliers, subcontractors and other contracting parties of Norwegian Mooring AS are also expected to adhere to said standards which are consistent with this Code of Conduct and applicable laws and regulations.

3. Responsibility and implementation

As an employee of Norwegian Mooring AS, you shall strive to exercise good judgement, care, and consideration. If you need advice in handling a specific ethical dilemma, you are advised to consult with your manager or other appropriate authority.

4. Caring about people

Norwegian Mooring shall conduct its business in a manner designed to protect the interests of our employees including their health and safety. Likewise, the employees should actively protect and promote the business objectives and interests of Norwegian Mooring AS.

5. Working environment

Norwegian Mooring AS respects, supports and acknowledges the fundamental principles of human and labor rights. Norwegian Mooring AS acknowledges employees' right to form and join trade unions.

Norwegian Mooring AS is a workplace where diversity is valued, and where every employee can develop their individual skills and talents. Norwegian Mooring does not tolerate discrimination against any employee based on age, gender, sexual orientation, disability, race, nationality, political opinions, religion or ethnic background.

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5 Conflict of interest

Conflict of interest is when there is a personal or external interest which conflict with the best interest of Norwegian Mooring AS. A personal interest can be a financial interest in another company or in a transaction, a personal relationship,

Our employees are to:

- ✓ Not take actions or have personal interests that can make it difficult to perform their work objectively
- ✓ Strive to avoid conflicts of interest situations.
- ✓ Ensure that all transactions with related parties adhere to the relevant principles for such transactions.
- ✓ In the event of a conflict of interest, assess the issue and notify the manager.
- ✓ Not let their engagement in duties and assignment outside Norwegian Mooring AS negatively impact their working relationship at Norwegian Mooring AS, and not let such activities conflict with Norwegian Mooring AS interests.

6 Corruption and bribery

Norwegian Mooring has no tolerance for all forms of corruption. Corruption is when a person or organization offers, gives, receives, or solicits something of value for the purpose of influencing parties for an improper purpose.

7 Sensitive information and confidentiality

Norwegian Mooring is committed to protecting sensitive or confidential information. We will not misuse any information belonging to ourselves, clients, class societies, employees or any other relevant parties.

Our employees have a duty of confidentiality.

8 Protecting the environment

Norwegian Mooring strive to act responsibly with an ambition to reduce our footprint and adhere to relevant international and local laws and standards.

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NORWEGIAN MOORING

Date: 02.07.2021

Jan Inge Isaksen

Managing Director

Norwegian Mooring AS – org.nr 923 559 159

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